

MINUTES

CIA RETIREMENT BOARD MEETING

11 March 1965

Present: Mr. Emmett D. Echols - Chairman  
 [REDACTED] - DDP - Plans - now 0  
 [REDACTED] - DDP  
 [REDACTED] - DDP  
 Mr. Paul Borel - DDI same  
 [REDACTED] - DDI  
 [REDACTED] - DDS&T - same  
 Mr. Alan Warfield - DDS - support - now A  
 [REDACTED] - DDS  
 [REDACTED] - Legal Adviser  
 [REDACTED] - Technical Adviser  
 [REDACTED] - Executive Secretary

1. The Chairman opened the first meeting of the CIA Retirement Board at 1430 hours, 11 March 1965. He stated that the purpose of the meeting was mainly for orientation and review. Upon noting the presence of two stand-ins for regularly appointed members, he stated that it was his desire that all members be present at future meetings. He stated that with the exception of DDS&T he did not think it necessary to designate alternate members in view of the multiple numbers of representatives from the other Directorates. However, since DDS&T had only one appointed member, he thought that an alternate member from DDS&T should be appointed.

2. The Chairman stated that the regulation to implement the CIA Retirement Act was in final form awaiting formal approval by the Senate Armed Services Subcommittee prior to final authentication by the Director.

3. The Chairman discussed the composition of the Board, stating that each Directorate was represented, but that there was planned disproportionate representation which reflected the probable participation of the personnel of each Directorate. He explained further that the Board, as appointed by the Director, was an advisory rather than a decision-making body. He stated that in all likelihood he would serve as temporary Chairman during the initial stages so that the Board could benefit from the experiences he had gained from his intimate participation in the various developmental phases of the Act and its implementing regulation. He pointed out that in due course another Chairman, probably one of the members present, would replace him. He announced that Mr. John Warner, Deputy General Counsel and Legislative Counsel of the Agency, would initially serve as legal adviser to the Board and that [REDACTED] would serve as its Technical

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adviser. In addition to these, the Chairman stated that occasionally it would be necessary to call in technical advisers from other offices such as Finance, Medical, Cover and Security.

4. The following were stated by the Chairman as likely policy questions which the Board would face in the not too distant future:

a. Whether to include as participants in the System employees who appear to have fulfilled all of the qualifying requirements, but who have also completed a full career and are entitled to full Civil Service annuities.

b. Development of criteria to clearly define what is meant by "qualifying service" which is not performed overseas.

c. Whether to include or exclude Career Agents from participation in the System.

25X1A9a 5. [REDACTED] asked the Chairman who was to be the Executive Secretary to the Board who would record the various cases presented and conduct the necessary follow-up. The Chairman replied that [REDACTED] was to serve in that capacity. [REDACTED] queried that as an advisory Board to the Director of Personnel, what questions were the members to advise on? Precedent questions? And was there a category not to be referred? The Chairman stated that he thought answers to these questions would undoubtedly be developed more fully as individual cases were discussed and some precedents established.

25X1A9a 6. The Chairman discussed briefly each item in the briefing kits  
25X1A9a furnished each member of the Board in the following order:

- a. A brief summary of the CIA Retirement System.
- b. A copy of the CIA Retirement Act.
- c. The Senate Committee Report.
- d. The two House Committee Reports - Subcommittee and full Committee.
- e. The House Committee hearings.

25X1A9a Special attention was called to the Senate Committee Report since it represented the final Congressional report on our System, and to the House Committee hearings since they reflected very vividly the thinking and attitudes of the various Members toward our bill. The Chairman stated that copies of the floor debates in both the House and the Senate would be reproduced and sent to each member. [REDACTED] stated that his Office had the official transcripts of all the debates, as opposed to the public versions, should any member of the Board desire to read them.

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7. The Chairman stated that any questions that were prompted by the reading material could be discussed at the next meeting. He also stated that if at all possible he would appreciate receiving such questions in advance of the following meeting. He stated further that he thought the Board should meet once a week during the initial stages and asked for a time that would be convenient for everyone. It was unanimously agreed that Thursday afternoon would be most convenient, and the hour of 3:00 p.m. was decided upon in order to allow ample time for the conduct of Board affairs.

8. In discussing the agenda for the next meeting, the Chairman stated that it would include a review of the basic procedures and forms developed to date. He stated that a machine roster of employees who may have immediate eligibility had been prepared, and that these cases would have to be screened first and then their records verified.

25X1A9a 9. [REDACTED] reported preliminary results of a survey in the Commo Career Service regarding the retirement plans of potential participants and asked the question as to whether quotas would be developed for mandatory and involuntary retirements. The Chairman replied that it was possible that a problem could develop in this area at some future time as suggested by Commo's findings, but that he did not think it would present a problem in the initial stages of the program.

25X1A9a 10. A question was raised as to whether all overseas service was to be considered as qualifying service. The Chairman stated that the present thinking seemed to indicate that any overseas service would be considered as qualifying service. [REDACTED] also stated his opinion that there was no question but that any overseas service performed by DDS employees or any others in support of clandestine activities would be considered as qualifying service. [REDACTED] posed the question as to how you define "overseas". [REDACTED] replied that such a question would be subject to interpretation, but that the matter of granting credit for such service as "qualifying service" would require a policy determination.

25X1A9a 11. [REDACTED] stated that there had been an indication that some of his Communications employees may not desire to get under the System because of the possibility that they could be let go quite easily. [REDACTED] stated that he knew many employees who did not want into the System for fear that it was an "upholstered 701 program." The Chairman observed that if an employee refused to join the System -- the Agency might feel it may have to separate him, especially if there were too many who refused to join. He pointed out that under such conditions the employee would suffer a severe penalty because of the reduced annuity for being under age 62 required by the CSC retirement program.

25X1A9a [REDACTED] made the observation that a man might well say that he will serve overseas, but that he will not join the System. A question was put to [REDACTED] as to whether we could really decree

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25X1A9a that a man get into the System since his rights under the CSC retirement program were being adversely affected. [REDACTED] replied that it was his view that in such a case it was a man's expectations that were being adversely affected -- not his rights; and that bringing a man into the System was our right. Both [REDACTED] were of the opinion that it would be best to let this issue remain idle for the time being, but that the issue would have to be faced with the first man who refused to join the System.

25X1A9a 12. [REDACTED] made the observation that it was [REDACTED] (CSC) view as stated in public that he would look with disfavor on any system of retirement that was used as a selection out system. [REDACTED] responded with the observation that more recently the official administration view has publicly endorsed the broadening of retirement legislation to permit involuntary retirement at earlier ages.

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13. The following items were indicated for inclusion on the agenda for the next Board meeting:

a. Review procedures for the initial screening and designation of participants.

b. Review of questions on the interpretation of the Regulations and other background materials.

[REDACTED]  
Executive Secretary

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